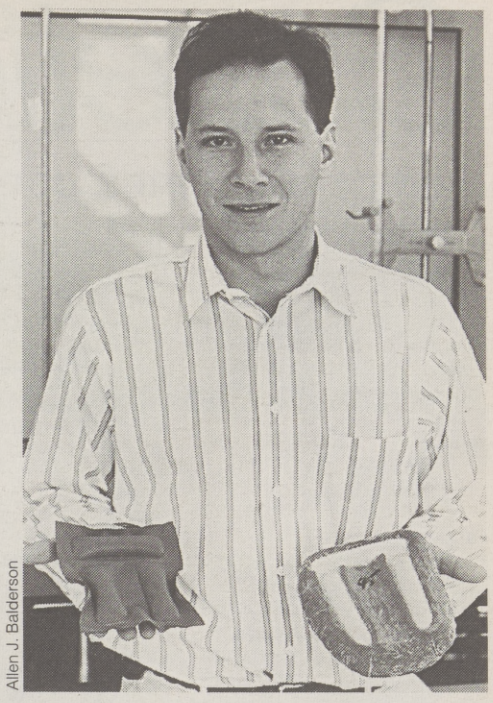
Volume 10, Number 10 May 20-June 2, 1995

UCSF Newsbreak



Allen J. Balderson

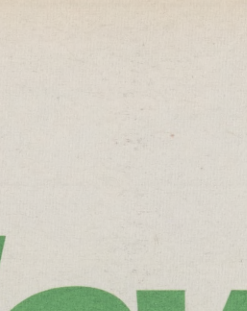
Page 3 ... Hip pads — just a hint of what new researcher brings to SFGH

IMF and World Bank policies may have contributed to spread of HIV in the Third World

By REBECCA HIGBEE

The International Monetary Fund (IMF) and the World Bank have created social and economic forces that may have contributed to the spread of HIV infection in developing countries, according to a UCSF study published as the lead article in the May 18 issue of AIDS.

"HIV prevention efforts in these countries have focused on changing the risk behavior of individuals, often overlooking socio-economic factors that have contributed to the spread of HIV," says Peter Lurie, lead author of the study and a researcher at the Center for AIDS Prevention Studies (CAPS).



Lurie

"If we are serious about preventing HIV infections, everything, including these 'sacred cow' economic programs, will have to be on the table," he says.

By the year 2000, 90 percent of all HIV infections will have occurred in developing countries. Almost one-third of people living in these countries, or over one billion people, live below the World Bank-defined poverty level, Lurie says.

Attempts to improve economic performance in developing countries have been made through "structural adjustment programs" (SAPs) — policies implemented by the IMF and the World Bank to stimulate growth in the private sector and to bolster exports in countries with large deficits.

The IMF and the World Bank are agencies that lend money to developing countries. Unlike loans from private banks, the IMF and World Bank cannot "reschedule" debt — that is, allow more time for a country to repay the principal or pay the interest on its debt.

Eighty-nine developing countries entered into a total of 566 SAPs between 1980 and 1991, according to the UCSF study. It is these SAPs, Lurie says, that may have created conditions favoring the spread of HIV.

From the industrialized country perspective, Lurie says, SAPs enhance the security of loans, benefiting international lenders and others involved in trade with developing countries.

However, "in the past 20 years, the increasing debt of developing countries has created economic conditions that permitted industrialized countries to impose SAPs as a condition for access to loans," Lurie says. "As a result, developing countries have been forced to drastically restructure their economies."

In many cases SAPs have undermined the social fabric of developing countries, promoting behaviors that place their citizens at increased risk for HIV infection, Lurie says.

This has occurred in four ways:

♦ Declining sustainability of the rural subsistence economy. Under SAPs, currency devaluation, concessions to foreign investors and other efforts to promote exports have disrupted rural subsistence economies. "Small farmers and craftspeople face stiff and sophisticated foreign competition as declines in local income shrink the demand for their products," Lurie says. "The shift to large-scale export agriculture, logging and mining displaces rural subsistence producers, who

(See **HIV** *on page 3)*

Student and Campus Life Committee submits a "bill of rights"

Nearly a year ago, Newsbreak reported on a new Student and Campus Life Committee appointed by Chancellor Joseph Martin to tackle some of the thornier campus issues — increased workloads, decreased funding, increased student fees and lack of faculty and staff recognition.

Since that time the committee, chaired by Clifford Attkisson, dean of Graduate Studies and associate vice chancellor for Student Academic Affairs, has presented a report to the Chancellor that focuses on what can be done "now" to make UCSF a highly desirable and productive workplace and an encouraging learning environment. "The report covers a lot of ground," says Attkisson. "We avoided quixotic formulas for change, and instead presented a 'blue print' for improvements."

The report begins with "Principles of Community for UCSF" (see page 2), which basically states how a community of people, such as exists at UCSF, should be treating each other. The committee believes that, if adopted, the principles will have far-reaching implications and will represent a "bill of rights" for all

(See **CAMPUS LIFE** *on page 2)*

Elders speaks on health needs of inner city children at SFGH May 25

Former US Surgeon General M. Joycelyn Elders is this year's Robert Crede Lecturer on Thursday, May 25, from noon to 1 p.m. in Carr Auditorium at SFGH. The public lecture is part of SFGH's pediatric grand rounds.

Elders, who will be in San Francisco for only a few hours, will be speaking on "Health Care for Inner City Kids and What Our Hospitals Can Do to Meet Their Needs." Her discussion will be followed by an invitational luncheon and case discussions with pediatric residents at 2:30 p.m.

A pediatric endocrinologist, Elders was the first ever African-American Surgeon General and the second women ever to hold this post. A strong children's advocate, Elders believes that violence, sexually transmitted diseases, poverty, and substance abuse are the biggest threats to the health and well-being of children today. During her Senate hearings on her confirmation, she stated, "I want to change the way we think about health by putting prevention first. I want to be the voice and vision of the poor and powerless ... I would like to make every child born in America a wanted child."

Elders' outspoken views, however, cost her the US Surgeon General position. President Clinton late last year asked her to leave due to her controversial views on children and masturbation.

The eldest of eight children, Elders was a college freshman before her first visit to a doctor. At the age of 15 she was awarded a full college scholarship, and upon graduation at age 18, entered the Army as a first lieutenant, where she received training as a physical therapist.

Elders has returned to the University of Arkansas Medical School, dividing her time between the classroom and the clinic.

Wrinkled before your time?

By ALLEN J. BALDERSON

Showing slides that drew gasps from the audience, dermatologist Richard Odom talked about wrinkles at the Brown Bag Lecture on May 10. These weren't your everyday laugh lines and crows' feet, but deep, severe lines and crevasses due to premature aging of the skin.

And the big culprit? Sunlight, of course. If you lived in a cave and were never to emerge, your skin would age, but not particularly wrinkle, said Odom. But, most of us don't live in caves. As we go about our lives, we are exposed to all kinds of environmental factors: heat, wind, pollutants and, of course, the big, bad ball in the sky.

Even with equal exposure to the sun, not everyone's skin will age the same. Your genetic background and particular skin type, where you live (the sun in Arizona is more intense than in the Bay Area), as well as if you are immunosuppressed either by disease or the drugs you are taking, also influence how your skin ages, said Odom.

To refresh your memory regarding the sun, here's a quick and basic science lesson: The sun emits three kinds of ultraviolet rays — A, B and C. UVAs are the longer, tanning wave lengths, which occur later in the day. They are the same rays used in tanning beds and for some medical purposes, such as treating psoriasis. UVBs are the shorter, burning rays. You generally are exposed to them between the hours of 10 a.m. and 3 p.m. UVCs never reach us because they are blocked by the stratosphere.



Richard Odom

The deep crevasses in the back of this patient's neck are from years of sun exposure.

If you have been overexposed to the sun for many years, said Odom, by the time you are about 40 you may start experiencing some of the not-so-subtle consequences of sun worshipping — from very fine and coarse wrinkling to mottled and rough skin, from sagging and freckling, to broken blood vessels, particularly in the nose (no, they're not from drinking). You also might begin to notice liver spots, said Odom, which are not caused by the liver at all, but instead, by the sun.

Skin continues to deteriorate with age. People overexposed to the sun might develop skin that is thin and leathery and prone to bruising, especially around the arms.

Short of staying out of the sun completely, how can you keep your epidermis firm and supple? Odom gave a few practical suggestions. The obvious is avoid overexposure to the sun. You can do this by wearing protective clothing and by using a sunscreen with a SPF (sun protective factor) of 15 to 30. Keep in mind that most sunscreens, while effectively blocking out UVBs, do nothing to block UVAs. And recent evidence has shown that UVAs also are damaging to the skin.

(See **WRINKLES** *on page 6)*



Robert Foothorap

Displaying her pearly whites

Heather Alarab proudly shows her million-dollar smile to UCSF dental student Jorge Martinez at the Cinco de Mayo Festival's health fair during the weekend of April 30 at the Civic Center. At this booth, sponsored by Public Service Programs, 18 medical, nursing and dental students screened more than 220 people for hypertension, diabetes, blood pressure and oral health. This was one of four booths sponsored by UCSF. The other three were coordinated by the SFGH Family Planning Clinic, Tissue Services and En Accion Contra el Cancer.

Gazette

Medical student's poem honored



Huynh

Huong Huynh, a second-year student in the School of Medicine, has received honorable mention in the 13th annual William Carlos Williams Poetry Competition of the Human Values in Medicine Program (HVM) at the Northeastern Ohio Universities College of Medicine.

The HVM Program sponsored the competition to encourage medical students not to give up those endeavors that keep their perspective of the world broadly based. Williams himself was a general practitioner in New Jersey for 50 years.

Huynh's poem was chosen from over 320 entries, of which the top 50 finalists were judged by John Stone, a poet and physician.

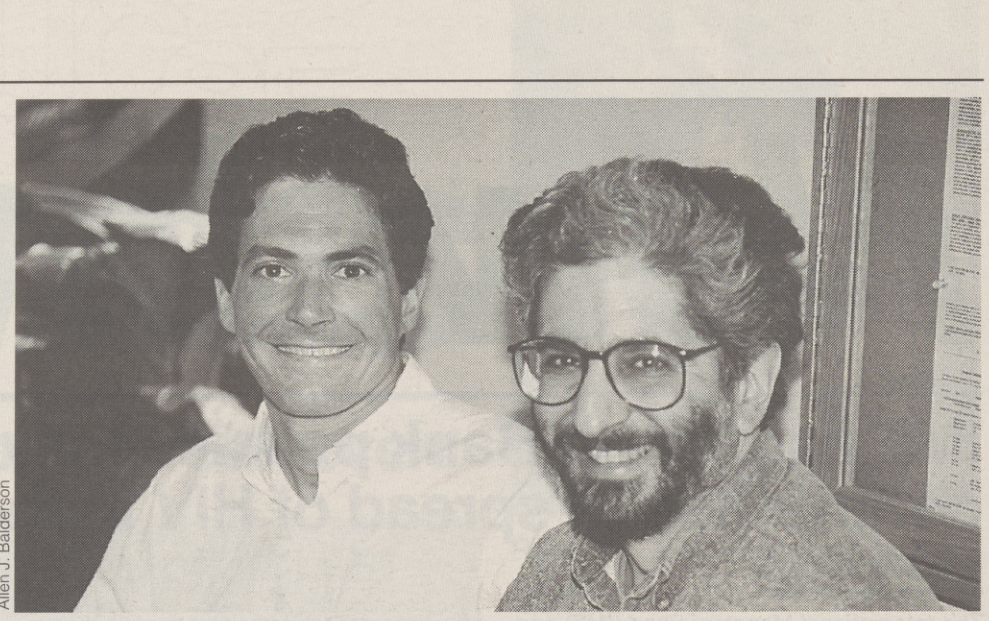
GRANDMA

Once I asked if you loved me. You laughed and questioned who would love my dog-born face. Then you turned away to cough, and I, awkwardly, reached for your back. Once I kissed your cheeks and tasted grooves of your skin between my lips. You hit my teenage green pimple with your quivering fist. I laughed and dabbed my tears.

And the day I left you for America, you placed my hands in your spread out palm. You spit chewed up betel juice and circled it slowly on my hands. "This is to help you not to miss Grandma too much." You refused to go to the airport.

I was sixteen and a half when I left Viet Nam with a five dollar bill and a few English greeting phrases. From America, I wanted to send you newspapers and Smitty's plastic bags so you could sell them by the gram. People threw them away here. I wanted to send you a water bed so you could float gently in your sleep. So your seventy-five-year old body would not have to strike against the wooden plank bed anymore. I worked the midnight shift at a post office to send you dollars, bars of soap, bottles of green oil, white laces.

I did not send you medicine, but prayers. I prayed for you every night, while I listened to echoes of your constant coughing, of the hard thumps on your ached body. The day I heard you died, I looked at my face, half-belonged to my mother, half to an unknown man, and I cried with a fist, yours, in my mouth.



Allen J. Balderson

David Bredt, left, and Kenneth Miller

Physiologists receive fellowships

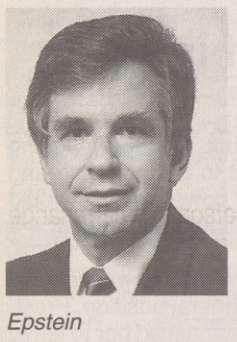
David S. Bredt and Kenneth D. Miller have received 1995 Sloan Research Fellowships from the Alfred P. Sloan Foundation. Bredt also has been named a 1995 Searle scholar by the Searle Scholars Program.

Bredt, an assistant professor of physiology, is studying the role of nitric oxide as a neurotransmitter in the brain to understand how it participates in brain development. He received $30,000 for the Sloan fellowship and $60,000 a year for three years as a Searle scholar.

Named a Searle scholar last year, Miller is an assistant professor of physiology and otolaryngology and a member of W.M. Keck Center for Integrative Neuroscience. He uses computer simulation and theoretical analysis, as well as experimental methods, to understand the development and circuitry of the cerebral cortex.

Sloan fellows and Searle scholars are free to pursue whatever lines of inquiry are most interesting to them and may employ fellowship funds in a wide variety of ways, giving them valuable flexibility.

Honors & Awards



Epstein

Charles J. Epstein, pediatrics: March of Dimes/Colonel Harland Sanders Award; president-elect, American Society for Human Genetics.

Karl J. Hittelman, Academic Affairs: Member, board of directors, Council on Government Relations.

Renée L. Binder, psychiatry & Adult Inpatient Services, LPPI: Vice president, Northern California Psychiatric Society.

Ellen Haller, psychiatry & Behavioral Neuroscience Acute Care, LPPI: Secretary, Northern California Psychiatric Society.

James L. Sorensen, psychiatry & Substance Abuse Services, SFGH: Fellow, American Psychological Association Division on Addictions and Division of Community Psychology.

Jay A. Levy, medicine and Cancer Research Insitute: His book, "HIV and the Pathogenesis of AIDS," listed by Doody's Rating Service as one of the 250 best science health books for 1994-95.

Charles S. Syers, oral & maxillofacial surgery: Director of the board, San Francisco Bay Area Chapter, Alzheimer's Association.

Frank Hinman, Jr., urology: Thirty-fourth Ferdinand C. Valentine Memorial Lecturer and Award, New York Academy of Medicine.

Demetrios Papahadjopoulos, cellular & molecular pharmacology: Alec D. Bangham, MD, FRS Achievement Award, Albert-Ludwigs University, Freiburg, Germany.

In Memoriam

Clayton Daniel Mote, 90: A clinical professor emeritus in the department of medicine, Mote came to UCSF in 1931 and remained a member of the clinical faculty until his retirement in 1972. Besides maintaining his general practice in San Francisco, he served as chief of medicine at Franklin Hospital (now Ralph K. Davies Medical center), and was a member of the state Board of Medical Examiners, serving as its president for two terms. During his retirement, Mote volunteered as a medical missionary with the Maryknoll, Franciscan, Dominican and Jesuit missions in villages in the central mountains of Taiwan.



Allen J. Balderson

Pick me, Principal Neuberger, pick me!

Steve Neuberger, director, Community & Governmental Relations, was principal for a day on May 11 at the Jefferson Elementary School in the Sunset. UCSF adopted the school two years ago to bring our scientists and staff employees to its classrooms on a regular basis for a variety of activities. "I was really impressed with the energy and enthusiasm of the students, and how much both parties can benefit from this type of exchange," says Neuberger, who brought a number of exercises to the school, including a UCSF crossword puzzle specially designed for the youngsters. One class he particularly enjoyed was a discussion with fifth-graders on different ways to make decisions.

Campus life *(from page 1)*

who work and study here.

Committee recommendations include: promoting administrative reform, inclusiveness, and diversity on campus, ensuring parity of basic services and amenities at every major campus site, and enhancing student and staff involvement in the campus consultation process.

A special section of the report deals with how to improve student life — the need for a student counseling and learning resource center, long-range plans to ensure quality in student health services, improved opportunities for recreation and social activities, and the need for a campus life endowment fund.

At it now stands, the Chancellor and his Cabinet have read the report, and a new work group now is being formed to implement the approved recommendations. The group will monitor progress and keep the campus community involved and informed, says Attkisson.

Copies of the report are available from Attkisson. Call 476-9716. Suggestions are still encouraged.

This is the first report in an ongoing series to appear in Newsbreak on the Student and Campus Life Committee.

Principles of Community for UCSF

Several principles of community life are established to guide individual and group actions on the UCSF campus. Adherence to these principles is essential to ensure the integrity of the University and to achieve campus goals. UCSF faculty, staff and students are asked to acknowledge and practice these basic principles of community life:

- *We affirm that members of the campus community are valued for their individual qualities, and members are encouraged to apply their unique talents in creative and collaborative work.*
- *We recognize, value, and affirm that social diversity contributes richness to the University community and enhances the quality of campus life for individuals and groups. We take pride in our various achievements and we celebrate our differences.*
- *We affirm the dignity and individual rights of each person and we strive to maintain a climate of social justice and mutual respect. We acknowledge that our society is rich in diversity, and therefore we endeavor to foster mutual understanding and tolerance among individuals and groups.*
- *We affirm the right of freedom of expression within the UCSF community and also affirm commitment to the highest standards of civility and decency toward all persons. We are committed to creating and maintaining a community where all persons who participate in University activities can work together in an atmosphere free of all forms of abusive or demeaning communication.*
- *We affirm the individual right of public expression within the bounds of courtesy, sensitivity, and respect. We recognize the right of every individual to think and speak as dictated by personal belief, to express individual ideas, and to state differences with other points of view, limited only by University requirements regarding time, place, and manner.*
- *We reject acts of discrimination, including those based on race, ethnicity, gender, age, disability, sexual orientation, and religious or political beliefs.*
- *We recognize that UCSF is devoted to public service, and we encourage members of the campus community to participate in public service activities in their own communities and recognize their public service efforts in off-campus community settings.*
- *We affirm that each member of the campus community is expected to work in accord with these principles and to make individual efforts to enhance the quality of campus life for all.*

UCSF Newsbreak

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Deadline for the next issue, which will cover June 3-23 (three weeks), will be on **Monday, May 22, at 11 a.m.** Please send campus news copy to Allen Balderson (476-3163), Medical Center news to Lisa Cisneros (476-3256), and calendar and gazette items to Michele Firpo (476-3257), all at Box 0462; fax 476-3541. Last-minute copy may be taken over the telephone by calling the above telephone numbers. The University of California is an affirmative action/equal opportunity employer. UCSF fully ascribes to the Americans with Disabilities Act. If at any time, you feel you have a need to view this communication in an alternate format, please contact Allen Balderson at 476-3163 with your suggestions.

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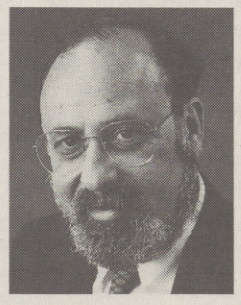
Carol Fox, Jeff Miller, assistant directors, Public Affairs

Zegans wins Royer Award

Psychiatrist Leonard S. Zegans will be honored at Department of Psychiatry ceremonies on Thursday, June 1, as the winner of this year's J. Elliot Royer Award in Psychiatry.

Zegans' field of research is psychoneuroimmunology, specifically in the area of stress and its effect on the immune system. Most recently he has studied chronic stress in people recently unemployed, as well as how it relates to recurrence of the herpes virus. In addition, he was principal investigator of a four-state program involving California, Hawaii, Arizona and Nevada, which looked at the psychological needs of AIDS health care providers.

With UCSF since 1978, Zegans is principal editor of the "Mind & Medicine" series, published by Academic Press and Rutgers Press, which deals with the interaction of psychological and psychiatric variables on health and disease. In 1993, Zegans co-edited with UCSF psychiatrist Peter Ostwald "The Pleasures and Perils of Genius," a book that gives insight into the psychological and musical development of Mozart. In addition, last year he and Tom Coates of the Center for AIDS Prevention Studies were principal editors of "Psychiatric Manifestations of HIV Disease," the first volume of the 1994 "Psychiatric Clinics of North America" series.



Zegans

Zegans directs psychiatric education at the Langley Porter Psychiatric Institute, and has just been appointed medical director of the outpatient clinic at LPPI starting July 1995.

J. Elliot Royer was a distinguished Bay Area neuropsychiatrist who provided for an annual cash award to be presented to a physician active in the medical field in the counties of Alameda, Contra Costa or San Francisco. The award is given to the physician who has made the most significant contribution to the advancement of psychiatry or neurology. The award is made in alternate years to a psychiatrist or neurologist.

Channel 7 "Salutes" homeless project

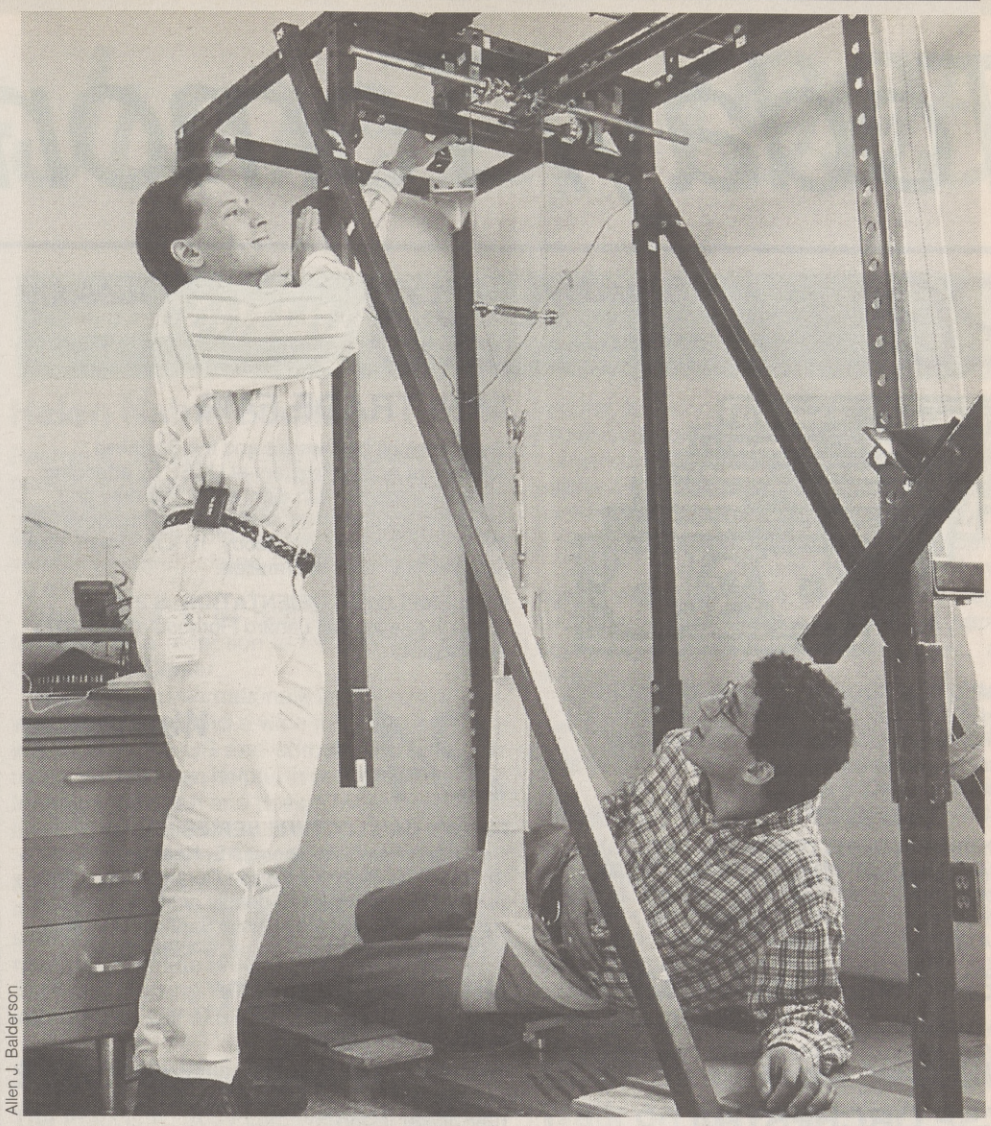
KGO-TV Channel 7 has honored the UCSF Students' Homeless Health Project with a four-minute segment on "Salutes." The program, which aired Friday and Sunday evenings, May 5 and 7, honored the student volunteers for offering the homeless sensitive, accessible and quality health care. The program, which featured interviews with students Nick Mayper, Jana McAninch and Christine Ma, faculty advisor Brian Desmond and several homeless patients, was originally suggested to KGO by UCSF News Services.

There are about 250 UCSF medical students involved in the project, 90 of whom are first-year students, which represents 75 percent of the first-year class. In addition, there are 20 to 25 nursing students plus another 50 or more volunteers from the California College of Podiatric Medicine. Nearly 70 physicians also volunteer, including 40 from UCSF.

The project has grown substantially since it first began in 1991 as a project for four first-year medical students. Today, there are two South of Market sites, and over the past four years there have been about 3,500 client visits.

Students serve as the primary care givers at the clinics, and as such see everything from the common cold and skin abrasions to patients with TB and AIDS. They take the history, perform the physical exam, make the diagnosis and come up with a treatment plan. The students then present the patient to the preceptor who evaluates the case, gives additional care if needed, and offers constructive feedback to the students.

For further information, call Nick Mayper at 564-5378 or Jana McAninch at 487-9001.



Allen J. Balderson

Steve Robinovitch (left) adjusts the quick release apparatus to measure Peter Freed's fall. Freed is a research coordinator in orthopaedic surgery at SFGH.

Robinovitch — the new SFGH "fall" guy

By ALLEN J. BALDERSON

Researcher, biomechanics expert, inventor. All of these descriptions aptly fit the young, Canadian-born Steve Robinovitch, who has established a new orthopaedic biomechanics research laboratory at SFGH.

Robinovitch, an assistant professor of orthopaedic surgery, came to SFGH just seven months ago from the Harvard-MIT Division of Health Sciences and Technology, where he completed his PhD in medical engineering. While at MIT, he and colleagues designed a hip pad that can be used to reduce hip injuries from a fall. Measuring about one-half to three-quarters of an inch thick, the pad is designed to be worn in an undergarment. The pad's somewhat gelatinous material has a property called "dilatancy," which allows it to comfortably conform to the shape of the body under normal conditions. But upon impact, the material hardens to form a solid bridge over the hip bone, which shunts the energy away from the femur and into surrounding soft tissue, explains Robinovitch. "The pad is thin enough so it is comfortable to wear, but just thick enough to prevent fractures," he explains.

"The next question to address is how we can best convince people at high risk to wear it," says Robinovitch. He and East Coast collaborators now are testing the pad in nursing homes to determine if people are willing to wear the device on a regular basis. The researchers will follow that up with a clinical study to find out if the pad reduces the incidence of hip fractures. Robinovitch and colleagues already have reported successful lab results of the hip pad to the American Society of Mechanical Engineers and at a CDC-sponsored conference on injury prevention through biomechanics. In addition, a major journal will report their data in August.

Ninety percent of all hip fractures are due to falls and virtually all occur in the elderly. "This country alone spends over $7 billion each year for hip fracture patients," says Robinovitch. While this price tag is high, the human cost is even steeper. After suffering a hip fracture, an elderly person's life can change drastically. "An older person, particularly one who is used to independent living, now may be immobile, have a much greater dependence on others, and experience a dramatic decrease in quality of life," says Robinovitch. "For many, it signals the beginning of a downward spiral."

Indeed, national studies show 25 percent of the previously independent elderly who suffer hip fractures will spend the remainder of their lives in nursing homes. That is, if they make it to a nursing home. About 20 percent of older people suffering hip fractures die within a year, often from complications related to surgery or hospitalization, he says.

Robinovitch not only brought his knowledge of biomechanics and the hip pad with him to UCSF, but also a steel "quick release" apparatus, which he designed and built, to measure the body's mass, stiffness and impact velocity during a fall. He and his research team — Elizabeth Hsiao and James Chiu — are among the very few researchers in the world studying the biomechanics of falling and fracture.

Robinovitch's work doesn't stop with the elderly. He and colleagues are studying fractures at the other end of the gender spectrum — in children. While the elderly are generally slow to react to a fall, a child will attempt to break it with an outstretched hand, often causing a fracture of the forearm. "Kids don't need to break their arms. It doesn't have to be a part of growing up," says Robinovitch, who has a 19-month-old son.

Many injuries to children occur in day care centers and schools, and the number one site for those injuries is the playground, says Robinovitch. He and colleagues have conducted studies testing a variety of different materials for playground surfaces. The problem we see with current playground surface materials, such as sand and wood chips, he says, is that they are designed to only protect against head injuries. "While this obviously is a priority, fractures and dislocations, especially of the upper extremity, are much more common and costly," he says. "That's why we're working on designing better surfaces to prevent both head and upper extremity injuries."

Robinovitch is collaborating his research efforts with Jeff Lotz in the orthopaedic biomechanics lab on Parnassus and Tony Keaveney at UC Berkeley.

Ruthann Richter contributed to this report.

HIV *(from page 1)*

become a cheap labor pool for export industry." Declines in rural economies lead to migration, which has important implications for the AIDS epidemic, says Lurie.

♦ Development of a transportation infrastructure. Transportation networks developed in the 1980s — often as explicit components of SAPs — tend to support the export-led economies promoted by SAPs, rather than the commercial needs of subsistence farmers. These networks connect outlying areas to export centers rather than to other outlying areas, often linking rural areas to urban centers with high HIV rates. Truck drivers and other workers may carry HIV from cities to casual sex partners along roadways. High rates of HIV among truck drivers have been reported in Kenya, Tanzania, India, the Sudan, and Nigeria.

♦ Migration and urbanization. "SAPs and other development programs also may contribute to increased HIV transmission by emphasizing exports and thereby promoting urbanization," Lurie says. In developing countries, urban populations are increasing 3.6 percent a year — four and a half times faster than urban areas in industrialized countries and 60 percent faster than rural areas in developing countries, according to the study. Thirty-nine percent of this increase is estimated to result from migration.

"Socioeconomic aspects of the [AIDS] epidemic have too long been ignored."

— AIDS researcher Peter Lurie

"Male migrant workers may leave a single sexual partner in the countryside for multiple casual partners in the city," Lurie says. "After becoming infected, these men may return to their homes in rural areas, and may infect their wives or other partners."

Urban centers also are focal points of the drug trade and sex industry, including sex tourism from industrialized countries. Lurie says encouraging tourism often is an important element of SAPs.

♦ Reductions in spending on health and social services. "By demanding cuts in health spending, SAPs have also decreased the resources available for HIV prevention and treatment programs," Lurie says.

Health spending for all developing countries (excluding India and China) declined from 5.5 to 2.8 percent of national budgets between 1972 and 1988. As a result, only 2.8 percent of global expenditures for HIV prevention go to sub-Saharan Africa, which contains 10 percent of the world's population and accounts for two-thirds of the world's HIV infections, Lurie says.

Health care reductions may lead to the reuse of disposable syringes, increasing the risk of spreading deadly infectious diseases, such as AIDS and the Ebola virus in Zaire, a very current outbreak, says Lurie.

"Socioeconomic aspects of the epidemic have too long been ignored," Lurie says. To substantially reduce HIV transmission in developing countries, "economic policies that promote the spread of disease must be thoroughly reviewed and in some cases, revamped," Lurie says.

"Alternatives would include rescheduling debt, emphasising regional self-sufficiency rather than export, and involving local communities in truly cooperative development policies," he says.

Lurie and co-authors Percy Hintzen of the Department of African American Studies, UC Berkeley, and Robert A. Lowe from CAPS and the University of Pennsylvania, also propose requiring "AIDS Impact Reports," similar to environmental impact reports, for future IMF and World Bank loans.

Inside UCSF

Where does your salary fit?

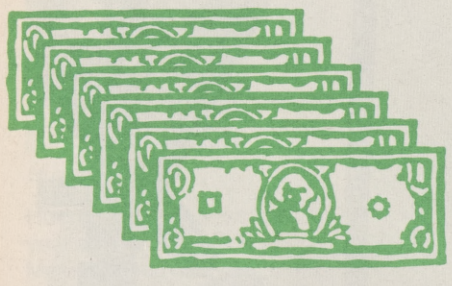
Annualized Salaries*	Employees**	Percentage of total
Under $25,000	2,024	17
$25,000 to $50,000	6,946	58
$51,000 to $75,000	2,715	22
Over $75,000	389	3
Total	12,074	100

**Figures include FTEs (full-time equivalents), plus projections of full-time salaries for part-time employees. **Figures do not include Academic personnel.*

Source: Human Resources Department figures as of 5/8/95

Today/Tomorrow

20 Saturday



WOMEN'S RESOURCE CENTER WORKSHOP: *Women & Money.* Social workers Jana Rickerson and Karen Erlichman facilitate this interactive workshop examining money and its role in lives and relationships. $40. S 20. 10 a.m.-5 p.m. Call 476-5222 to pre-register.*

PROGRAM IN DEVELOPMENTAL BIOLOGY/ DEPARTMENT OF ANATOMY SYMPOSIUM: Several speakers address molecular mechanisms involved in forming complex organs. N 217. 10 a.m. Call 476-2699 for schedule.*

MEDICINE HOMECOMING

Allen Johnson '46 will be honored as Alumnus of the Year. Program begins at 9 a.m. Reservations required. Call 476-1471.

UCSF ORCHESTRA CONCERT

In honor of spring and UCSF's Asian Pacific Celebration, the Orchestra performs contemporary works by Chinese American composers Chen Yi and Gang Situ. Jiebling Chen is featured soloist on ehru (Chinese violin). Program includes works by Beethoven and Hindemuth. Co-sponsored by Millberry Arts & Performances, Chancellor's Endowment Fund & Asian Pacific American Student Assn. Knuth Hall, SF State, 1600 Holloway. Free/ UCSF students; $3/UCSF employees; $5/general public. 8 p.m. Call 476-6761.*

21 Sunday

CREATIVE SURVIVAL

Creative Survival: A Ceremony of Memory. Rhodessa Jones, artist, writer, teacher and founder of the MEDEA PROJECT: Theater for Incarcerated Women, shows how improvisational theater encourages interactive dialogue that celebrates survival. Sponsored by Women's Resource Cntr. & Millberry Fitness Cntr. $60. Studio 1, Millberry Fitness Cntr. 10:30 a.m.-5:30 p.m. Call 476-5222 to pre-register.*

22 Monday

CELLULAR PHONE EXTRAVAGANZA

Learn about low-priced GTE cellular phones, including the Nokia 100, at these EMPACT!-sponsored events:

- Mon., May 22: Millberry Conf. Cntr. 10 a.m.-3 p.m.
- Thurs., June 1: EMPACT! raffle drawing. Saunders Court. 11 a.m.-2 p.m.

LPPI ANNUAL MEETING: *What's All the Fuss about Prozac?* Samuel H. Barondes, Cntr. Neurobio. & Psychr., speaks at the Friends of LPPI annual meeting and luncheon. $35. Noon-2 p.m. Call 476-7033 to register.*

THE NEXT DEADLINE

Mon., May 22 , 1995 is the deadline for items to be listed in the next calendar, which covers **June 3-23, 1995** (three weeks). Complete information must be received in our office in writing by 11 a.m. on that Tuesday. Mail your copy to Michele Firpo at Box 0462, send a fax to 476-3541, bring it to UCSF/Laurel Heights, 3333 California St., Suite 103 or call 476-3257. To submit articles for Newsbreak, fax information to Allen Balderson at 476-3541 or call 476-3163. To submit articles for Medsounds or page 6, fax information to Lisa Cisneros at 476-3541 or call 476-3256.

*Open to the public.

23 Tuesday

MINI TRADE FAIR

Support small businesses and the Business Affirmative Action Program at UCSF by attending this mini trade fair with eight small, minority and women-owned vendors seeking to do business with the University. Med. Sci. lobby. 10 a.m.-3 p.m. Call 502-3041 for more information.

NEW EMPLOYEE ORIENTATION: S 214. 8:30-10:30 a.m. Call Lenard Florendo at 476-1073 to schedule.

24 Wednesday

BROWN BAG LECTURE SERIES: *Deadly Consumer Products.* Thomas E. Kearney, Pharm. & SF Bay Area Regional Poison Control Cntr., offers a survey and discussion of deadly or life-threatening products. Sponsored by Public Service Programs. HSW 300. Noon-1 p.m. Call 476-4394.*

HEALTH POLICY LECTURES

Institute for Health Policy Studies presents two lectures. 11th fl., Inst. Hlth. Policy Stud., 1388 Sutter. Noon.*

- Wed., May 24: *The G7 Information Society Summit in Brussels.* Gottfried T.W. Dietzel, German Federal Ministry of Health.
- Wed., May 31: *Managed Competition: Good Sociological Reasons for Flawed Economic Theory.* Donald Light, Soc. & Behav. Sci., U of Med. & Dent. of New Jersey, and this spring's Regents Lecturer. (See Wed., May 31.)

LATINO ISSUES, ETHNIC STUDIES AND HEALTH LECTURE SERIES: *Liberation Discourses: Strategies for Survival in Latino Communities.* Roberto Rivera, Ethnic Studies, SF State. N 217. Noon-1:30 p.m.*

25 Thursday

DENTISTRY DEAN'S SEMINAR

UCSF in the New Health Care Environment: Mission, Vision and Reality. Charles Wilson, Neurosurg. & Brain Tumor Res. Cntr. Sponsored by Schl. Dent. Toland Hall. 12:25 p.m.

TAY-SACHS SCREENING: Tay-Sachs screening for pregnant couples. Sponsored by the Reproductive Genetics Clinic and part of the California Tay-Sachs Disease Prevention Program. Suite 810, 350 Parnassus. Opens 9 a.m. Call 476-4080 for an appointment and more information.*

JOYCELYN ELDERS IS CREDE LECTURER

See story on page 1.

26 Friday

GRADUATE DIVISION COMMENCEMENT

See Upcoming Events on page 5.

MEDICINE COMMENCEMENT

See Upcoming Events on page 5.

27 Saturday



INLINE SKATING CLINIC

See story in Fun Zone on page 6.

31 Wednesday

FINE JEWELRY SALE

Purchase gold and silver jewelry to benefit patients at the Medical Center. Sponsored by Hospitals Auxiliary. Med. Sci. lobby. 7 a.m.-4 p.m. Call 476-4906 for more information.*

WOMEN'S FACULTY ASSOCIATION PRESENTATION: WFA presents its Career Achievement Award to Elizabeth Blackburn, Microbio. & Imm. $7.50. Send reservation fee to Women's Resource Cntr., Box 0909. Millberry Conf. Cntr. 11:30 a.m.-1 p.m. Call Heidi Jerome at 476-6783 for information.

BROWN BAG LECTURE SERIES: *Breast Cancer Update 1995.* Laura J. Esserman, Surg. & Breast Cancer Cntr., discusses controversies in mammography and new treatments. Sponsored by Public Service Programs. HSW 300. Noon-1 p.m. Call 476-4394.*

REGENTS LECTURER

From MBA Managed Care to MD Managed Care — A Proposal. Donald W. Light, Soc. & Behav. Sci., U Med. & Dent. of New Jersey; Sociology, Rutgers; Leonard Davis Inst. Hlth. Econ., Wharton School. Conf. Rms., 3 East, Millberry Union. 4-5 p.m.

1 Thursday

ART FOR SUMMER

The Color of Landscape. Paintings by Jack Beck will be on display from June 1 through August 31. Open weekdays or by appointment. Faculty/Alumni House. Call 476-4723. Opening reception for artist: Thurs., June 8, 5-7:30 p.m.

EMPACT! RAFFLE

See item in Fun Zone on page 6.

MILLBERRY ARTS & PERFORMANCES' COLE HALL CINEMA: *Nobody's Fool.* Children under 14 $2; UCSF students & MU members $2.50; students, seniors & UCSF employees $3; general $3.50. Cole Hall. 5:45 & 8:15 p.m. (Movies subject to change.) Call 476-2542.*

2 Friday

HELEN NAHM LECTURE

See Upcoming Events on page 5.

INSTITUTE OF HEALING ARTS & SCIENCES PRESENTATION: *Theory and Practice of Naturopathy "Vitalism."* Donald M. Canaran explains this combination of nature-cure and homeopathy to stimulate your inherent vital force. N 721. Noon. Call 330-5353.*

PSYCHIATRY GRADUATION

See Upcoming Events on page 5.

NURSING COMMENCEMENT

See Upcoming Events on page 5.

MILLBERRY ARTS & PERFORMANCES' COLE HALL CINEMA: *Nobody's Fool.* Children under 14 $2; UCSF students & MU members $2.50; students, seniors & UCSF employees $3; general $3.50. Cole Hall. 6:30 & 9 p.m. (Movies subject to change.) Call 476-2542.*

DEVELOPMENT & TRAINING

For further information call 476-4032.

Productive Communication for Managers & Supervisors. Wed., May 31. 9 a.m.-3 p.m. $70.

Supervisor's Guide to Performance Evaluation. Wed., June 7. 8:30 a.m.-4:30 p.m. $40.

Contracts & Grants Workshop. Thurs., June 8. 9 a.m.-noon. $40.

CONTINUING EDUCATION

DENTISTRY

For information and registration call 476-1101.

Clinical Applications of Oral Pathology. UCSF. June 2.

Managed Care and the New Parameters for Restorative Practice. UCSF. June 3.

Canadian Rockies Dental Seminar. Banff, Alberta. July 6-11.

Endodontics/Prosthodontics: Working Together Toward the 21st Century. UCSF/Laurel Heights. July 28-29.

MEDICINE

For program information call 476-4251. To register call 476-5808 unless otherwise noted.

Twenty-second Annual Advances in Internal Medicine. Ritz-Carlton, SF. May 22-26 & June 19-23.

Eleventh Annual Current Issues in Anatomic Pathology — 1995. Mark Hopkins, SF. May 25-27.

Lasers in Cutaneous & Cosmetic Surgery. Park-Hyatt, SF. June 9-11.

Endoscopic Assisted Plastic Surgery, Plastic Surgery Update. The Clift, SF. June 22-23.

Family Practice Board Review Course. Hotel Nikko, SF. July 10-13.

Critical Care Cardiology. Ritz-Carlton, SF. Aug. 10-12.

Sixteenth Annual Comprehensive Fine Needle Biopsy Course. Ritz-Carlton, SF. Aug. 12-19.

Essentials of Primary Care: A Core Curriculum for Practice in the Managed Care Era. Squaw Creek, North Lake Tahoe. Aug. 20-25.

Clinical Care of the AIDS Patient: Summer Symposium. Sun Valley, Idaho. Aug. 24-29.

Fourth Regional Symposium on the Design and Methods of Clinical Trials. San Francisco. Sept. 14-15.

Third International Symposium on Cutaneous Fungal, Bacterial & Viral Infection & Therapy. Hyatt Regency, SF. Sept. 14-17.

Musculoskeletal Problems in Primary Care. Cathedral Hill Hotel, SF. Sept. 22-23. Call 476-5250.

Gastroenterology: Advances in Diagnosis and Management. ANA Hotel, SF. Sept. 29-Oct. 1.

RAPE PREVENTION

Classes, workshops & support groups sponsored by UCSF Rape Prevention Program. Call 476-5222 for more information.

Personal Safety, Rape & Assault Prevention Presentations. By appointment to campus departments & employees in the workplace.

Support Group for Rape Survivors. Heal from the trauma of sexual assault through open dialogue, sharing the experience and information. Ten consecutive weekly sessions. Intake interview required. Date and time to be arranged. $180.*

AIDS/HIV SUPPORT

Anonymous & confidential caring, support & training for people with AIDS, those who have tested HIV positive & others affected by the epidemic. Sponsored by UCSF AIDS Health Project, unless otherwise noted. Call 476-6430 for administrative office. Call client services at 476-3902 to schedule required intake interviews for groups (except drop-in group).*

Individual Risk Assessment & Referrals. By appointment.

Facilitated Ongoing Groups. For persons with HIV/AIDS and for caregivers, including a group for women caregivers.

Facilitated Time-Limited Groups. For HIV- gay and bisexual men, for HIV+ asymptomatic persons and for HIV+ heterosexual African-American men.

Monday Night Drop-In Group for HIV+/PWA. Call 476-3902 for location.

Drop-in Support Group for Women Living with HIV/AIDS: Meets every Monday. Free child care and beverages provided. Sponsored by Woman & Children Specialty Program. A 45. 11 a.m.-1 p.m. Call 476-2417 or 476-7795.*

BEAR-LY NEW THRIFT SHOP

The Bear-ly New Thrift Shop is open for shopping and donations. They accept clothing, housewares, jewelry, dry goods and more. No furniture. Part of the proceeds benefits the Hospitals Auxiliary for pediatric and patient amenities. 1752 Fillmore St. between Sutter & Post. Hours: 11 a.m.-4 p.m., Tuesday-Saturday. Call 921-2789.

LIBRARY CLASSES

The UCSF Library offers the following free classes held in S 165A (EC) or 231 Library (LC). Call 476-2337 to register.

- Mon., May 22: *Introduction to the Internet.* (EC). 11 a.m.-noon.
- Tues., May 23: *Medline Plus II: Advanced.* (LC). 2-4 p.m.
- Thurs., May 25: *HIV/AIDS Information Resources.* (EC). 10 a.m.-noon.
- Wed., May 31: *World Wide Web.* (EC). 3-4:30 p.m.

May 20-June 2, 1995

REGULAR MEETINGS & ONGOING SUPPORT GROUPS

MONDAYS

JEWISH WOMEN'S DIALOGUE GROUP: Every other Monday. Call 476-6423.*

DROP-IN SUPPORT GROUP FOR WOMEN LIVING WITH HIV/AIDS: Free child care and beverages provided. A 45. 11 a.m.-1 p.m. Call 476-2417 or 476-7795.*

HEALTH PROFESSIONALS IN RECOVERY: For physicians, nurses, dentists, pharmacists, PhDs and others. Anonymous meeting with 12-step emphasis. Meets monthly.11:30 a.m.-12:30 p.m. Call 476-2004.

UCSF STAFF COUNCIL MEETING: Second Monday of the month. Noon-2 p.m. Call 476-5756.

FRIENDS OF LOIS AL-ANON MEETING: Closed meeting: for friends & families of alcoholics only. Conf. Rm. A, 3rd fl., MCB. Noon. Call 626-5633.*

T'AI CHI CLASSES: Mondays and Wednesdays. UCSF/Mount Zion Cancer Cntr. Garden, 2356 Sutter. Noon.

COLORECTAL CANCER SUPPORT GROUP: Second and fourth Mondays of the month. Reservations must be made at 929-7114. No drop-ins allowed. UCSF/Mount Zion Cancer Center, 2356 Sutter. 6:30 p.m.*

UCSF AIDS HEALTH PROJECT MEDITATION & SELF-HYPNOSIS WORKSHOP: Weekly discussion group for anyone dealing with HIV or AIDS in themselves or others. Gazebo Rm., Davies Med. Cntr. 7-9 p.m. Call 476-3902.*

TUESDAYS

SFGH CIRCLE OF SISTERS: Networking forum for black women working & studying at UCSF/SFGH. Meets monthly at noon. Call 476-5222.

MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP: For victims & survivors of violent trauma. Ages 15 & over. A 222, LPPI. 10 a.m.-noon. Help-line at 759-7923 provided daily, 7 a.m.-10 p.m.*

CAMPUS AMNESTY INTERNATIONAL MEETING: First Tuesday of the month. MU 111W. Noon-1 p.m. Call 566-8406.*

UCSF GOSPEL CHOIR REHEARSAL: Weekly rehearsals at MCB. Noon. Call 476-6761.*

PARKINSON'S DISEASE EDUCATION & SUPPORT GROUP: For people with Parkinson's & their caregivers. Third Tuesday of the month. Christ Church, Lutheran, 1090 Quintara (at 20th Ave.). 2-4 p.m. Call 476-9276.*

BREAST CANCER SUPPORT GROUP: For women diagnosed or being treated at UCSF/Mount Zion or UCSF/Parnassus. UCSF/Mount Zion Cancer Cntr., 2nd. fl., 2356 Sutter (near Divisadero). 5:30-7 p.m. Pre-registration necessary. Call 885-3693 or 388-3742.*

NURSES' PAIN ASSOCIATION MEETING. Second Tuesday of the month. C 254. 5:30-7:30 p.m.*

BRAIN TUMOR SUPPORT GROUP: First Tuesday of the month. S 758. 7:30-9 p.m. Call 284-0208.*

WEDNESDAYS

GAY, LESBIAN, BISEXUAL ASSOCIATION AT UCSF MEETING: Second Wednesday of the month. Members of the Chancellor's Committee on Gay, Lesbian & Bisexual Issues will be present. Call 282-9650 for more information.

SUPPORT GROUP FOR FAMILY/FRIENDS OF THOSE WITH MENTAL ILLNESS: Open to anyone interested in learning more about psychiatric disorders & their treatments. Call Laura Deering-Mayclin at 476-7394.*

LATIN AMERICAN CAMPUS ASSOCIATION MEETING: Second Wednesday of each month. HSW 508. Noon. Call Lucia DeLeon at 476-2010.

LATIN WOMEN COALITION: For Latina faculty, staff & students. Noon-1 p.m. Call Betty Jerez at 476-7117.*

PARNASSUS AL-ANON MEETING: For friends & families of alcoholics. Observers welcome. C 417. Noon-1 p.m. Call 626-5633.*

STEP-FAMILY SUPPORT GROUP: For parents & step-parents. Call Sandra Norberg at 476-6389.*

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. Conf. Rm. 3, 1st fl., MCB. 12:05 p.m. Call 621-1326.*

MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP: For victims & survivors of violent trauma. Ages 15 & over. Two locations & times: A 222, LPPI, 1-3 p.m., and N 517, 7-10 p.m. Help-line also provided daily, 7 a.m.-10 p.m. at 759-7923.*

DIRECTIONS: For women newly diagnosed with breast cancer. UCSF/Mount Zion Cancer Cntr., 2nd. fl., 2356 Sutter (near Divisadero). 5-6:30 p.m. Pre-registration necessary. Call 885-3693 or 885-7498.*

EATING DISORDERS SUPPORT GROUP: Open to anyone dealing with an eating disorder in themselves or others. M 688. 7-8:30 p.m. Call 332-3425.*

CO-DEPENDENTS ANONYMOUS MEETING: A twelve-step program for people who have dysfunctional long-term relationships. LPPI 371. 8-9:30 p.m. Call 432-3529.*

THURSDAYS

AWAKE MEETING: AWAKE (alert, well and keeping energetic) is a support and education group for people with sleep apnea and their families. Third Thursday of each month. Bring CPAP equipment for check-up. Call 885-7886.*

LESBIAN LUNCH GROUP: Monthly on Thursdays. Call 476-5222.*

UCSF GOSPEL CHOIR REHEARSAL: Weekly rehearsals at Parnassus. Noon. Call 476-6761.*

HEAD & NECK CANCER SURGERY SUPPORT GROUPS: Separate groups for patients and patients' families meet simultaneously on the second and fourth Thursdays of each month. UCSF/Mount Zion Cancer Cntr., 2356 Sutter, 2nd fl., near Divisadero. 1-2 p.m. Call 885-7623.*

ASSOCIATION OF CLINICAL RESEARCH NURSES MEETING: Third Thursday of the month. M 1317. 5:15-6:30 p.m. Call 476-0683.

PARNASSUS PLAYERS: UCSF's theater group holds play readings on the first and third Thursday of the month in preparation for Fall show. May 25: Toland Hall. June 1: S 22. 6-8 p.m. Call 476-6761 or 476-9012 (day) and 821-5701 (evening).*

SUPPORT GROUP FOR WOMEN LIVING WITH LIFE-ALTERING ILLNESS: Alternate Thursdays. 6-8 p.m. Call 775-2854 to preregister.*

FRIDAYS

CIRCLE OF SISTERS: Networking forum for black women working & studying at UCSF. Most Fridays. Noon-1 p.m. L 535. Call 476-5836.

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. C 417. 12:10-1 p.m. Call 621-1326.*

LAKESIDE SENIOR MEDICAL CENTER CAREGIVER SUPPORT GROUP: First Friday of each month. $10 per meeting. 2501 Ocean Ave. at Junipero Serra. 2-4 p.m. Call Edith Kaplan at 986-2305.*

For information on 12-step and support groups (other than AA and Al-Anon), call the Mental Health Association of San Francisco at 921-4044.*

BREAST CANCER SCREENING SCHEDULE

Women can have low-cost mammograms — X-rays to screen for breast cancer — from a mobile van that travels to convenient locations in the Bay Area.

Women need the approval of their physician to have the mammogram, in addition to their doctor's full name, address (including room number & zip) and phone number to assure that results are mailed promptly. The procedure takes approximately 20 minutes and costs $65. To make an appointment call 476-2193 between 9 a.m. and 3 p.m.*

Because the service has become so popular and appointments are filled by the time this calendar is published, we list only dates when the van will be at UCSF locations:

- Sat., June 2: UCSF/Parnassus at Medical Center Way.
- Mon.-Fri., June 12-16: UCSF/Laurel Heights, 3333 California St.
- Fri., July 7: UCSF/Parnassus at Medical Center Way.

ITS COMPUTER CLASSES

Information Technology Services sponsors the following classes. Call 476-2012 for descriptions and registration forms.

- Tues., May 23: *UNIX Electronic Mail.* $110. 1-5 p.m.
- Thurs., May 25: *Introduction to WordPerfect 6.0 for Windows.* $170. 9 a.m.-4 p.m.
- Thurs., June 1: *Beginning Excel 5.0* (Mac). $195. 9 a.m.-4 p.m.

AMERICAN SIGN LANGUAGE CLASS

Learn basic conversational techniques to help work with patients and clients in this six-week intensive introduction to American Sign Language. Sponsored by Psychiatry's Institute on Mental Health and Rehabilitation at the Center on Deafness. Class meets Mondays and Wednesdays, June 19 through July 28. N 517. 5:30-7:30 p.m. Call Liann at 476-4980 (voice) or 476-7600 (TTY) to register.

Upcoming Events

Helen Nahm Lecture

Patricia E. Benner, professor of physiological nursing, will speak on "Rethinking Embodiment, Ethics and Clinical Knowledge: A Nursing Perspective" as the 15th annual Helen Nahm Research Lecturer, slated for Friday, June 2, at 10 a.m.

The lecture, to be held in N 217, will be followed by a reception in the Millberry Union Conference Center.

Benner is an internationally known researcher whose work has had a wide influence on nursing, both in the US and abroad. Recently, her research has been helpful in providing the basis for new legislation and design for nursing practice and education in Australia.

The Helen Nahm Research Lecture was established to award a School of Nursing faculty member or graduate who has made an outstanding contribution to nursing science and research. The late Helen Nahm was dean of the School of Nursing from 1958 to 1969. For more information, call 476-1805.

Sooy Lectureship

The Francis A. Sooy Lectureship is slated for Saturday, June 3, from 9 to 11:30 a.m. in Toland Hall. Michael D. Maves, executive vice president of the American Academy of Otolaryngology, will talk about capitation. In addition, UCSF's chief residents will present head and neck surgical cases.

The Sooy Lectureship is an endowed program in the Department of Otolaryngology to honor the memory of Francis A. Sooy, who chaired the department from 1958 to 1972. He served as UCSF's fourth chancellor from 1972 to 1982.

Health Care for Older Women forum June 3

To address the health care needs of older women, the UCSF/Mount Zion Center on Aging will present its second annual conference, "Primary Health Care for the Older Woman: Update 1995."

Intended for a multidisciplinary audience of health care professionals, the conference will be held on Saturday, June 3, from 8 a.m. to 5 p.m. at the Laurel Heights Conference Center.

Topics include: ethical implications of managed care, elder abuse, prevention strategies for breast cancer, hormone replacement therapy, depression and hormonal influences, and osteoporosis.

For more information on the conference, call the UCSF/Mount Zion Center on Aging at 750-4180.

Women's health forum

On Thursday, June 8, from 5:30 to 6:30 p.m., Sadja Greenwood, assistant clinical professor of ob/gyn, will talk about "Living with Menopause Without Hormonal Treatment." The lecture series is co-sponsored by Women's Health Access and the Women's Health Center. For more information, call 476-9293.

UCSF forms team for AIDS Walk on July 16

UCSF is organizing a team for the annual AIDS Walk, which raises money for the San Francisco AIDS Foundation and other organizations that provide support services for men, women and children with HIV and AIDS.

AIDS Walk San Francisco is set for Sunday, July 16, at beginning 9 a.m. in Sharon Meadow in Golden Gate Park.

Now in its ninth year, the city's AIDS Walk has become Northern California's largest AIDS fundraising event. Last year, the 10K event raised more than $2.9 million. UCSF's team had more than 550 walkers, who helped raise more than $50,000 through sponsorships from family, friends and neighbors.

To join the AIDS Walk, register with Kathleen Pappas or Martha Geraty of Public Service Programs at 476-4394.

Graduation 1995

Graduate Division commencement May 26

Cornelius L. Hopper, UC vice president for health affairs, will speak at the Graduate Division commencement on Friday, May 26, at 10 a.m. in Cole Hall. In his speech entitled, "The Research University in the 21st Century: The Evolution of a New Paradigm," he is expected to reflect on his long-standing interest in the future of health sciences.

All graduate academic students, with the exception of Nursing Masters, who received or expect to receive degrees from fall 1994 to summer 1995 are invited to attend the commencement.

A reception for graduates and invited guests will follow at the Faculty Alumni House. For more information, call 476-1558.

School of Medicine's graduation ceremony

The School of Medicine's graduation ceremony is set for Friday, May 26, at 2 p.m. at the Masonic Auditorium, 1111 California St.

The Gold-Headed Cane, the highest honor a graduating medical student can receive from UCSF, will be awarded at the event.

School of Nursing's commencement

This year's commencement will take place at the Masonic Auditorium, 1111 California St., on Friday, June 2, at 6 p.m.

Family and friends will be able to take seats in the auditorium at 5:30 p.m., and are invited to attend the reception immediately following the ceremony on the "G" level of the auditorium. If you are concerned about where to meet family and friends, it's advisable to arrange to meet them in the main lobby on California Street and then to proceed to the reception.

Psychiatry graduation



Some 50 graduates will receive diplomas in the Department of Psychiatry's commencement on Friday, June 2, at 3 p.m. in Toland Hall.

A reception will follow at the Faculty Alumni House, 745 Parnassus Ave.

The commencement speaker is Elizabeth Lloyd Mayer, associate clinical professor of psychiatry, who will discuss "How we Help our Patients: The Divergence Between Private Views and Public Theories."

School of Pharmacy's graduation ceremony

The School of Pharmacy will award diplomas to 110 graduates at a commencement ceremony slated for Saturday, June 17, at 11 a.m., at the Masonic Auditorium, 1111 California St.

The prestigious Bowl of Hygeia will be awarded to a deserving student at the event. Professor emeritus Donald Heyneman will give the commencement address.

School of Dentistry graduation ceremony

The School of Dentistry will host its commencement on Saturday, June 17, from 4 to 6 p.m. at the Masonic Auditorium, 1111 California. Eighty-one students are expected to receive doctor and dental surgery degrees. Sixteen students are expected to receive the Bachelor of Science in Dental Hygiene.

The Distinguished Alumnus and the Elizabeth Fuhriman Gardner awards will be presented to one dental student and one dental hygiene student, respectively.

Money Matters

UC Benefits offers financial planning

(Editor's Note: *The following is an excerpt from UC Benefits Online available on the UCOP Gopher. This is the first of a six-part series on financial planning by senior analyst Robee Royce.*)

Taxes. We all pay them, complain about them, dread the next increase and look forward to a cut. We all could learn more about income tax, but few people have time for an extra class.

At UC, we are fortunate enough to be able to participate in Tax-Deferred 403(b) and Defined Contribution Plans (as well as in DepCare and TIP, if eligible), thus reducing our taxable incomes. But we still have to pay taxes on what remains (the adjusted gross income or AGI).

Before a new tax law is enacted, we thought it would be a good idea to talk about the tax structure and how it works. The whole discussion is easier when you are familiar with the terms used in discussing income tax, and you can find useful tax information and strategy contained in many of the following definitions. Take a look at the mini-glossary for some of the terms most commonly used.

Though the University is prohibited from giving specific tax advice, Customer Service can let you know how your take home pay is affected if you: change your allowances; enroll, change, or cancel your Tax-Deferred 403(b), and/or change your salary amount or payroll deductions.

Summary Plan Descriptions, personal planning diskettes, and personal appointments are available through UC Benefits Customer Service at 1 800 888-8267 ext. 70651.

Glossary of tax terms

Audit: An audit is an examination of your tax return and the records you used to back up your conclusions. This is conducted by the IRS if they think you owe more tax rather than vice versa. You can get a copy of the Taxpayer Bill of Rights (IRS Publication 1) that lets you know what the IRS can and can't do when evaluating your return.

Filing Status: There are five ways to file your income taxes — single, married filing separately, married filing jointly, head of household, or qualifying widow(er) with dependent child(ren). You have to actually be in the situation you are filing under (e.g. you have to actually be single to file as a single person) since there are different deductions which apply to each situation.

Allowances: This is simply a number you put on your W-4 along with your filing status telling UC how much tax to withhold from your paycheck (e.g., single status, filing 4 allowances or head-of-household, filing 0 allowances). This number and your filing status just tells UC where to find you on the tax table and to withhold accordingly — the higher the number, the less tax withheld. Remember, however, that your filing status has to actually reflect your family situation.

Flat Tax: There has been a lot in the news lately about the proposal of a flat tax. With this scenario, all of us would pay taxes at the same percentage rate. Most deductions would be eliminated, allowing for a much simpler filing and reporting system.

Marginal Tax Rate: This is the highest rate at which you pay taxes or the rate at which the last dollar in a tax bracket is taxed.

Progressive Tax: This is an income tax structure which means the more you make, the higher the rate at which you pay. This is the type of income taxing system we currently have.

Regressive Tax: This is the opposite of a progressive tax, meaning no matter what your income is, you pay the same tax rate as everyone else. Examples include Social Security taxes and sales taxes.

Tax Bracket: A tax bracket is a range of income which has a set tax rate, and whatever portion of your income falls into that range is taxed at that rate. Currently, there are three brackets: 15%, 28%, and 31%.

Withholding: This is a prepayment process by which UC automatically deducts federal and state income taxes from your paycheck. You tell UC your filing status and the amount of allowances you wish to claim on your W-4 form. If you always end up owing tax or end up with a refund, you may want to change your W-4. The idea is to avoid paying penalties for under-withholding in the former case or to avoid giving the government an interest-free loan of your money in the latter. Always review your W-4 if you have a change in family status, your spouse returns to work, or you get a second job.

Deductions: Deductions from your income taxes are amounts which have to do with things, not people. Some examples include: mortgage interest, property taxes, and charitable contributions. People with lots of deductions may be able to afford to have more allowances. This results in more take home pay and fewer taxes withheld because they have a lot of deductions to report at tax time.

Exemptions: Exemptions are people, not things. These are eligible dependent persons whom you claim on your taxes at a fixed rate, thus reducing your taxable income. The number of deductions you have and exemptions you claim influences the number of allowances you enter on your W-4 form.

How are the funds performing?

For those invested in the 403(b) Plan and the After-tax plan, here are the latest unit values and monthly factors (as of April 30, 1995). The annualized yield reflects the annual yield that could be achieved if the current monthly rate were compounded for one year.

	Unit Values	12-Month Change	3-Year Avg. Annualized Return
Bond	$64.16	8.2%	9.6%
Equity	$117.44	21.3%	11.6%
Multi-Asset	$15.93	11.2%	8.8%

	Monthly Factors	Annual Rate	Annualized Yield
Savings	.0053	6.47%	6.57%
Money Mkt	.0050	6.12%	6.21%
ICCF	.0066	8.07%	8.25%

The investment results, as measured by total return figures given above, represent past performance and should not be considered indicative of future results. If you have questions, please call 476-9256.

Wrinkles *(from page 1)*

Moisturizing also is important, said Odom. "I don't think you need to spend a lot of money on fancy lotions. Just use what works for your skin." Don't expect moisturizers to replenish your skin. They merely hold in the water already there. Therefore, he recommeded applying moisturizer immediately following a shower.

And don't overlook the basics of proper nutrition, exercise and sleep, said Odom.

Today's market is brimming over with products touting anti-aging benefits, including Retin-A or Tretinoin. "Retin-A has been approved by the FDA only for treating acne," said Odom, "but many people use it for a variety of skin problems, including wrinkles." While the ointment has some limitations, there is some scientific data and evidence supporting that it helps sun-damaged skin. "But it is not a panacea," says Odom.

What about the latest alpha hydroxy creams and lotions? "I'm a little dubious," said Odom. "They are cosmetics, and as such they aren't scrutinized the way drugs are. My opinion is that they are not that wonderful and need more scientific testing."

Many people with very bad wrinkling use glycolic acid peels. "To be effective a high concentration, at least 70 percent, must be used," said Odom.

Then there's always the more drastic approach — plastic surgery. "If you're going to do anything like that, get the eyes done," suggested Odom. "Sagging eyelids frequently are one of the first noticeable signs of aging." He warns, however, not to jump into such a decision, and be sure you go to a reputable surgeon.

Laser treatments also have been popular for the past year. "They work by resurfacing the skin, actually causing temporary damage to the epidermis, but then it heals smoothly," explained Odom. He said many laser treatments are successful, particularly in helping to remove scars around the lips. Odom believes that women suffer from these scars more frequently because men have larger hair follicles in the upper lip.

While Odom believes in keeping the skin healthy, he does not buy into our culture's hype of trying to look younger. Indeed, his motto is: "I must learn to age gracefully."

Outstanding performance to be awarded

Employees who have worked at least a year for UCSF may be eligible for performance awards this year.

Performance awards will be given to recognize employees in the Management and Professional program (MAP), Administrative & Professional Staff program (A&PS), Staff Personnel Program (SPP) and employees covered by collective bargaining agreements who have demonstrated outstanding individual and/or team performance.

Awards may be in the form of cash prizes or money allocated for paid leave for individual and group staff development, professonal seminars and conferences or other training opportunities. All awards are limited to 10 percent of an employee's annual base salary.

The deadline for processing the awards is October 15, with the exception of cash awards for Clerical and Allied Services (CX) and Service Bargaining Units (SX) which must be processed by Friday, June 30, according to Randy Lopez, director of Human Resources.

"This year's award program provides more funding than in past years and therefore represents a better opportunity to recognize and reward deserving employees," he said.

This year the University has expanded eligibility, introduced the concept of team awards and removed the limitation that precluded employees from receiving awards in consecutive years.

Performance awards are contingent on the employees' demonstration of one or more of the following nomination and selection criteria:

♦ Outstanding Performance: Demonstrated and sustained outstanding performance that consistently exceeds in quantity and quality one's job expectations as well as department/unit goals.

♦ Teamwork: Exceptionally effective and cooperative team member in carrying out goals of the department/unit, demonstrating superior interactions with, and a positive influence on, managers, peers, supervisors, subordinates, the University community, and the client population served. This individual will be notably "service-oriented" and a key resource person.

♦ Creativity: One-time innovation or creation that results in time/dollar savings or benefit, or ongoing innovative/creative activities that benefit organizational systems, protocols and/or procedures.

♦ Organizational abilities: Extraordinary skills in leadership resulting in accomplishment of significant departmental/unit goals and objectives; project management; organizational capability leading to a greater level of department or broader effectiveness.

Responsibility for administering the performance award program rests with each major organizational area headed by the Chancellor, vice chancellors, deans and Medical Center Director. The Human Resources Department will be monitoring the program and will provide technical assistance. Questions about the program may be sent by e-mail to tellhr@ucsfvm.ucsf.edu.

Shuttle to Monet exhibit eases traffic

The first-ever cooperative arrangement between UCSF and the Fine Arts Museums of San Francisco has made weekend parking convenient for visitors to the Monet exhibit while easing traffic congestion in the neighborhood.

Under contract with the museums, UCSF is using its staff parking garage and shuttle service during weekends to take passengers to the Monet exhibit at the de Young Museum. The exhibit has been extended through Sunday, June 4. Shuttle service also will be available on Memorial Day, Monday, May 29.

In the first five weekends, more than 5,000 passengers used the free shuttle service to the museum. Each weekend day about 10 percent of museum-goers took the shuttle. "It is obvious that visitors to the de Young are happy to have an alternative to the weekend parking congestion in and around Golden Gate Park," says Harry Parker, museum director.

Entrance to the garage is at Irving and Arguello streets. Parking is $3 for the entire day and free shuttle buses run every 10 minutes from the garage to the museum. Follow signs for pick-up points. For more information on the shuttle service, call Marilyn Smulyan at 474-6233.

Fun Zone



Andrew Boettcher

Savoring a sunset sail

A group of sailors from UCSF boarded the Hawaiian Chieftan May 11 for a three-hour "Carnivale Cruise" around the San Francisco Bay. Look in a future Fun Zone for news about Outdoor Unlimited's next sailing adventure in the fall.

Join the inline skating extravaganza May 27

The campus community is invited to attend a free rollerblading extravaganza on Saturday, May 27, from 1 to 4 p.m. in Golden Gate Park on Middle Drive between the Polo Fields and 19th Ave.

The event will offer free rentals, tips on carving turns, stopping and other maneuvers, and will include sprint races and roller hockey. This event is sponsored by the Millberry Programs and Services, UCSF Intramural Sports, the UC Blades Club, EMPACT!, the California Outdoor Roller-skating Association and Skate Pro Sports. Formed about 18 months ago, the UC Blades Club regularly offers free lessons and low-cost rentals through Skate Pro Sports, 2549 Irving Ave. For more information, call Alan Tower, a UC Blades Club member, at 476-0356.

EMPACT! raffle June 1

Time is running out to buy tickets for the EMPACT! raffle drawing on Thursday, June 1, at 12:30 p.m. in Saunders Court.

Tickets are $1 each or 6 for $5. Proceeds go toward future events for employees and students on campus.

Grand prize for the raffle is a Macintosh Performa 6115 CD with monitor courtesy of Apple Computer Inc. and the UCSF ITS Store. Other prizes include a basketball autographed by 1994 MVP Hakeem Olajawon of the Houston Rockets, home entertainment equipment, dinners and more.

Submit recipes

Employees are encouraged to submit their favorite recipes for a cookbook with sales to benefit EMPACT!.

The deadline for recipes to be submitted has been extended to Wednesday, May 31. Send recipes to Elan Masliyah at EMPACT!, Box 0234A.

Medsounds Continued

Nurses *(from page 8)*

purpose of treatments and evaluate the cost-effective ways of changing treatments without affecting quality."

♦ Rebecca Moore, OPIC: "She is completely autonomous and able to recognize potential problems and emergency situations. Physicians, patients and nursing staff alike feel confident with her clinical decisions."

♦ Sabrina Middaugh, 5E: "She is a natural leader. She is open, caring and nonjudgemental. Three years ago she developed an orientation program for new interns. The program was so successful that she has repeated it every year since."

Parnassus

Aric Alexander Excellence in Pediatric Nursing: Patricia M. Quintero, PICU: "Observing the number of times she is approached with questions for advice in a given shift testifies to her ability to teach, consult and problem solve. She helps not only patients and families, but staff and other medical personnel."

Excellence in Perinatal Nursing: Maribeth Inturrisi, CNS: "Maribeth is the glue that holds our unit together in terms of bedside care, education, protocols and integration of research. Her commitment to UCSF and perinatal nursing is never compromised. She challenges and lifts the staff to excellence."

Transplant Nursing Award for Clinical Excellence: Kathleen Kern, 9 L: "Kathleen has repeatedly proven herself to be an exemplary role model of the nursing process. Her expertise in transplant nursing enhances her ability to identify potential problems, develop appropriate and comprehensive plans of care, and to anticipate the complex needs of our patients both as inpatient and when discharged."

Department of Medicine Award for Excellence in Medicine Nursing (*In memory of Michael Ripple*): John Chard, 12L: "John demonstrates insight, compassion as well as the ability to help families cope with and overcome the problems associated with patients in a medical unit."

Clifford K. and Avola Wilson Award for Excellence in Critical Care Nursing: Dianne Schultz, 9ICU: "Dianne is capable of picking up on the most minute detail or change in her patient's condition because she is so skilled in her physical assessment. She assists other nurses and physicians to prevent complications by anticipating them. This is one of her greatest contributions as a charge nurse."

Excellence in Cardiovascular Nursing Award: Theresa Nielsen, 10L: "Cardiac disease often brings with it the need for life style changes. Terri is compassionate in her approach as patients adjust to living with heart disease. Terri's warm and confident approach helps patients adjust to their illness whether acute or chronic in nature."

Award for Excellence in Teaching for the Perioperative Division: Susan Walczak, PACU: "Susan developed an innovative liaison program to enhance communication between the Post Anesthesia Care Unit and all the units with whom we share patients. The program promotes optimal patient care by creating liaisons or diplomats in all the units of our Medical Center whose purpose is to discuss how we can improve our patients' hospital experiences."

Other awards given to health care professionals on Parnassus and Mount Zion were the following:

Parnassus

Clinical Nurse III Recognition Awards

Julie Broderson, OR; Mary Hart, ICN; Tracy Stewart, CCFU; Kathleen Duffy, ER; Diane Higashi, 12M; Shary Eiser, ICC; and Vivien Ma-Wong, 8LM.

Colleagues for Excellence Awards

Clinical Nurse II: Susan Alex, 9ICU; Marcus Cayson, 9ICU; Betsey Cullen, 12L; Jane Holland-Brown, ICN; Robin Koberle, 8LM; Denise Li, ICC; Jackie Peterson, 12M; Gilbert Rueda, NICU; Bennetta Wagner, LPPI; Keith Amdall, AHU; Lisa Cianfichi, 9ICU; Sandra Dagnino, 15L; Stephanie Huffman, 9ICU; Gloria Landholt, 12M; Liz Medalle, ICN; Sue Peterson, ER; Lisa Smith, 10L; Ann Brunetta, ICC; Laura Creighton, 12L; Carina Doroliot, 9ICU; Sonya Jordan, NICU; Larry Lemos, 12L; Nannette Perez, 14L; Mary Lou Regan, ICN and Debra Trainor, ER.

Department of Nursing Technician: Michelle Ducousso, AHU.

Unit Service Coordinator: Noemi Ocampo, ICN and Peggy Rush, 8LM.

Partners for Excellence Awards

Senior Licensed Vocational Nurse: Raisa Lopatina, 8LM.

Nursing/Hospital Assistant: Nelda Curameng, ICC; Anne Keaney, PACU; William Ong, 10L; Siobhan Huben, 12L and Michael Leboff, ASC.

Mount Zion

Award for Excellence in Nursing Education

Micaela Presti, CNS.

Colleagues for Excellence Awards

Department of Nursing Technician: Robert Premro, OR.

Unit Service Coordinators: Roy Manzanares, 5N and Dorothy Ramirez, 7E.

Nursing/Hospital Assistants: Aurora Cruz, 5N; Ben Junio, OR and Mary Lawrence, 7W.

Kevin Fitzgerald Memorial Preceptor Award

Helen Chan-Gonzaga, PACU.



Photos by Lisa Cisneros

Dianne Schultz, left in top photo, who was recognized for excellence in critical care nursing, celebrates with colleague Georgia Couderc, an administrative nurse. Taking a breather from all their work organizing nurses week at UCSF, pictured above, are, left, Jennifer Dickman, event chair, and Kay Kelly, administrative assistant.

Goldman *(from page 8)*

improve the entire health care system.

The evolving health care system poses some special challenges for academic medicine. The rapid growth of health care delivery plans under which providers receive payments on a per patient basis, instead of per service, creates additional pressure to increase efficiency and to limit patient visits. While this reduces costs, the trend also results in significant side-effects for academic medical centers — fewer admissions, fewer procedures, fewer referrals to specialists.



Goldman

"While some academic medical centers may have thought that their traditional standing made them impervious to these societal forces, it is now clear that the medical centers must either adapt or wither," Goldman says.

To maintain a sufficient number of specialty referrals to support the academic medical center's teaching and research missions, academic centers must obtain larger contracts from their primary care providers, build large integrated health care networks, or do both, he says.

Some academic medical centers will be able to build networks sufficient to maintain their current patient volume and roster of subspecialists. Most will not, Goldman cautions.

But as academic medical centers attempt to develop a new system of health care delivery, they must also strive to maintain much of their traditional patient care and research roles, he wrote.

"If hospital-based subspecialty care and the innovation that it drives are not preserved, our great academic centers will be transformed into large community hospitals," he wrote. "These academic systems must clearly define their missions to be sure that their strategies for survival include not only a healthy dose of reality of the marketplace but also a continuing commitment to teaching and research."

To preserve these missions, academic medical centers must rely on technology and innovation to equal or exceed the cost-efficiency of non-teaching systems.

In most technologically oriented industries, companies with the best research and development are the most successful, Goldman notes. Academic medical centers must likewise use their considerable research and development capabilities to create a competitive edge.

Even when academic medical centers succeed in increasing efficiency and delivering a superior product, the true incremental cost of the teaching and research missions inevitably cause them to be somewhat more expensive. Goldman argues that the American public must somehow determine how much additional money it is willing to spend for the academic mission, and what it will demand in return.

"But some of the incremental academic cost, whether for teaching or research, cannot be expected to have a direct impact on today's quality, since it is more appropriately defended as being critical to future quality," Goldman says. "This future benefit does not necessarily accrue to those who pay extra for it now; the cost, therefore should be a public burden."

Auxiliary holds penny drive, jewelry sale

The Hospitals Auxiliary's "Pennies for Patients" drive continues through Thursday, June 15. After Vicki Kleeman of Volunteer Services recently dropped off more than $150 in pennies in a large coke bottle, coins contributed by the army of volunteers, the Auxiliary decided to have a campuswide contest for the most original container and the most pennies donated. Prizes will be a coffee break for the winning donors.

In another event to raise money for patient amenities, the Auxiliary is sponsoring a jewelry sale on Wednesday and Thursday, May 31 and June 1, from 7 a.m. to 4 p.m. in the Medical Sciences lobby. The sale will feature 18 showcases overflowing with 14K gold, precious gems and sterling silver. Each purchase has a one-year warranty.

Jaundice *(from page 8)*

infants over the past two-and-a-half years were diagnosed with brain damage related to the disorder.

If jaundice is left untreated, high levels of bilirubin can develop in the blood and possibly be absorbed into brain cells, leading to irreversible brain damage. Known as bilirubin encephalopathy, this condition can cause mental impairment, motor problems, and hearing loss, according to Sola.

In his study, Sola reviewed the incidence of bilirubin encephalopathy among infants in neonatal units at 23 hospitals in the US, including UCSF, and in Latin and South America.

Study data from 1972 to 1991 showed that when jaundice was managed more aggressively and longer hospital stays were the norm, all 23 hospitals combined reported only one admission of a baby with bilirubin encephalopathy. During the same period, there were 2.8 million live births in the geographic referral areas for these hospitals.

From 1992 to 1994, however, the intensive care nursery at UCSF alone admitted five infants who were born full-term and healthy in Northern California but then developed bilirubin encephalopathy, according to study findings. The number of live births in the hospital referring area during this period was more than 200,000.

The level of bilirubin for all five infants referred to UCSF was more than 25 milligrams per deciliter of blood (mg/dl), a value that is considered dangerously high, Sola said.

Sola stressed that most newborns begin to show signs of jaundice after they are 24 to 36 hours old, so early hospital discharges may leave mothers and family members in a vulnerable position for recognizing symptoms. "This emphasizes the importance of follow-up care for newborns during the first few days of life with a trained health care professional, either through outpatient facilities or home care programs," he said.

Jaundice, or hyperbilirubinemia, occurs when bilirubin — a yellowish pigment that is a byproduct of the red blood cells — builds up in the blood system rather than being secreted from the liver into the intestine and out of the body. Characterized by a yellowish cast to the skin, jaundice is very common in newborns because it often takes a few days for the baby's liver to function normally and adjust to life outside the womb.

The accepted treatment for more serious cases of jaundice is phototherapy, a technique developed in the 1960s in which the infant is exposed to high-level light. The light stimulates the bilirubin to change to a compound that is easily excreted with the urine, thereby controlling the problem until the liver begins its normal function.

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UCSF Medsounds

Page 1 ... Campus life committee submits "bill of rights"

Page 1 ... Socioeconomic forces contribute to spread of AIDS

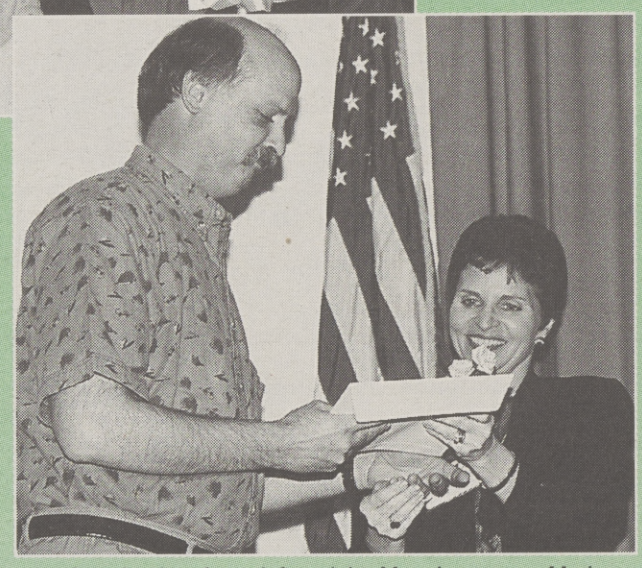
Page 3 ... Biomechanics lab opens at SFGH

Medsounds is a section of Newsbreak for and about employees of the Medical Center, including Moffitt-Long, the ACC, UCSF/Mount Zion and Medical Center employees at Mission Center and Laurel Heights.

UCSF celebrates National Nurses Week







Photos by Lisa Cisneros

Some award-winning nurses at UCSF/Mount Zion, pictured in the top photo, are from back to front, left to right, Mary Lawrence, Marianne McCord, Rebecca Moore, Virginia Andaya, Helen Chan-Gonzaga and Janet Corroo. At left, Bennetta Wagner, a clinical nurse II at LPPI, watches the ceremony. At right, Jane Hirsch, acting director of nursing, gives Robert Premro, an OR surgical technician, his "Colleagues for Excellence Award."

By LISA CISNEROS

While health care today is evolving, nurses and allied health care staff at UCSF were honored at separate ceremonies last week for preserving the best part of the past: personalized patient care.

"Clearly, the times are changing, but your patients still see you as nurses and want the traditional type of relationship and care they have been getting for years," said James Mailhot, Mount Zion's chief of staff, who spoke at the awards celebration on that campus May 11. "It's you who really spend the time with our patients and they appreciate it," Mailhot said. "Doctors could not do it without you."

With family and friends looking on, nurses and nursing technicians, assistants and unit service coordinators received accolades as the Medical Center celebrated National Nurses Week at Mount Zion and Parnassus.

At the ceremony on Parnassus on May 10, Nancy Ascher, professor and vice chair of surgery and chief of the transplant service, congratulated the award recipients for offering patients "compassionate and competent care" with fewer resources.

Indeed, Jennifer Dickman, a nurse manager and chair of 1995 nurses week activities, acknowledged that the budget for the annual event was kept in line with tight fiscal times. She credited the Mount Zion Auxiliary, the Rosenstern Fund of Mount Zion Health Systems Inc., Kendall HealthCare Products Inc. and Ortho Biotech for contributing funds to pay tribute to staff.

While it's great to be recognized by their peers for a job well done, some nurses say the real rewards come from those who benefit from their care, the patients. "My greatest satisfaction is at the end of my shift when a patient says, 'Thank you. I'm glad you were my nurse today,'" said Terri Nielsen, who received the award for excellence in cardiovascular nursing.

What follows is what some people had to say about those who were singled out as major award winners at both sites:

Mount Zion

Partners in Excellence Awards

♦ Evelyn Barte, 6W: "She visits her patients at home sometimes to find out if they need help in their care after chemotherapy. There were several times when she volunteered to work on her days off because her co-workers were sick."

♦ Marianne McCord, 5NB: "Her assessment skills are excellent. She is quick to notice a change in a patient's clinical condition. On many occasions, she has been able to avert a patient going to the ICU by being proactive."

♦ Virginia Andaya, 7W: "She's an LVN, but she's able to share ideas, technique and facts with other nurses and nursing students."

♦ Janet Corroo, 7W: "She routinely takes the time to review policy so that she can direct her peers in their practice. She will question the

(See **NURSES** *on page 7)*

Academic health centers must help redefine system

By BILL GORDON

Academic medical centers must embrace the fundamental changes taking place in medical care and help redefine the entire health system if they also hope to remain leaders in patient care and research, Lee Goldman, chair of the Department of Medicine and an authority on health care delivery, writes in the current issue of the Journal of the American Medical Association.

The accelerating trend towards health maintenance organizations and other managed care plans and away from individual doctors and hospitals threatens to send the system racing past the research and teaching missions of academic medical centers, Goldman writes in the May 17 edition of JAMA in an article entitled "The Academic Health Care System: Preserving the Missions as the Paradigm Shifts."

"On the one hand, academic medicine, as symbolized by its most prestigious research-intensive institutions, is flourishing," Goldman states. "The application of molecular and cellular biology has accelerated progress toward the understanding and treatment of a wide variety of diseases. Genetic diagnoses and gene therapy are becoming realities rather than dreams.

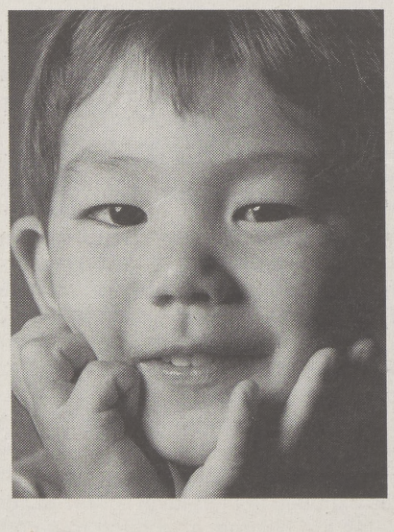
"Nevertheless," Goldman continues, "because of market pressures, these very same academic medical centers that led the development of modern medicine are in jeopardy of losing their central role."

Goldman compares the situation of academic medicine to the railroad industry that ignored changing market forces. Railroads dominated American industry for more than half a century, but withered when they failed to realize they should have been in the transportation business. The railroad companies never diversified from trains to trucks and airplanes, which took away most freight and passenger business.

Academic medicine succeeded in the past by developing massive hospitals, but Goldman warns that the future belongs to those that

(See **GOLDMAN** *on page 7)*

Enrollment changes during ad campaign



UCSF's multimedia campaign to attract more patients to the UCSF Medical Group ran from October through November '94. The added HMO enrollment alone more than covered the $750,000 cost of the campaign, which promoted UCSF as a primary care provider, according to Patty Perry, director of program planning and marketing.

Created by an advertising team which formed the agency Zucherman/Fernandez & Partners, the campaign has been awarded a regional "Addy" from the American Advertising Federation. Justin Wong, left, was featured in one of the ads. Here are the enrollment changes between September 1994 (pre-ad campaign) and April 1995 (final figures including fall open enrollment).

HMO-Commercially Insured	**1,751**
HMO-Medicare and Medi-Cal	**685**
Point-of-Service Plans	**2,114**
Total new enrollments	**4,550**

Source: Medical Center Administration

Shorter hospital stays may endanger newborns

By CORINNA KAARLELA

The trend toward shorter hospital stays after childbirth may be endangering the health of some newborns, two UCSF infant specialists say.

As a result of a cut in the average stay from three days to 36 hours, neonatologist Carol Miller says, studies under way show an increase in the number of babies readmitted to hospitals for a variety of conditions, including dehydration from inappropriate feeding and severe jaundice.

Augusto Sola, director of neonatal clinical services at UCSF, said current guidelines for treating jaundice attach less critical significance than previously to neonatal jaundice in the otherwise seemingly healthy term newborn even though these babies are being discharged earlier.

"In this era of very early neonatal discharges, pediatricians need to worry more than before about jaundice in the otherwise healthy term or near-term infant. Not to do so may be unwise or imprudent and may have an unnecessary, serious and irreversible impact on previously healthy infants and their families," he reported at the May 8 joint meeting of the American Pediatric Society and Society for Pediatric Research.

While jaundice is easily treated and usually is not harmful to babies who are born at full-term and in good health, Sola conducted a study which found that an alarming number of

(See **JAUNDICE** *on page 7)*